

Core brief

Daily update

(9 January 2025, 11.50am)

Topics in this Core Brief:

- Whistleblowing
- Stress management
- The January blues – money worries

Whistleblowing

Whistleblowing is a way that any member of staff can formally raise concerns about an issue that is in the public interest, such as patient safety or suspected malpractice. The whistleblowing process is a supportive measure, and we protect members of staff who raise concerns from any detrimental treatment.

Although there can be some cross-over, it would be important to note that the whistleblowing policy does not cover bullying and harassment, or individual employment grievances. These should be directed to the HR Support and Advice Team.

If a member of staff wishes to submit a formal whistleblowing concern, they should in the first instance submit their concern to ggc.whistleblowing@ggc.scot.nhs.uk.

We recognise this can be daunting and support is available via our Confidential Contacts: [Confidential Contacts - NHSGGC](#)

Our whistleblowing lead (Kim Donald) will review the communication received and contact the whistleblower to arrange an initial conversation to ensure that they are supported and assured around confidentiality. It will then go through a formal process, which can be summarised as follows. The whistleblower will receive regular updates and is able to liaise with the whistleblowing lead at any point during the process.

- Concern in writing (to email address above) – triage Stage one (five days), Stage two (20 days)
- An investigation takes place

- The outcome is sent via email (Stage one) or via report (Stage two)
- A redacted Report and Recommendations are sent to the service with a deadline for completion.

You can view the NHS Scotland Whistleblowing Policy at:

<https://workforce.nhs.scot/policies/whistleblowing-policy/>

Stress management

Keeping colleagues at work is crucial in order to provide the clinical services to our patients and communities. By being supportive in addressing potential sick leave at an early stage relating to anxiety or stress from either a work-related issue or personal non work-related issue will assist colleagues to understand their stressors but also recognise what can be done to remove them.

However, acknowledging that there will be occasions when sickness absence may influence the level of service provided, it is important to remind everyone of the tools already in place in the Safety Health and Wellbeing (SHaW) SharePoint page relating to [Stress in the Workplace](#), as they allow managers to proactively and reactively support colleagues who may be feeling anxious, stressed or depressed.

The [SharePoint page](#) provides access to a range of resources which include:

- A video and guidance documents on how to use the HSE Analysis tool
- A guidance document on how to complete the Stress Guided Conversation tool which includes an action plan
- Links to Occupational Health
- External sources of support.

There are two approaches to managing stress which are proactive and reactive. The proactive approach is designed to support colleagues at a very early stage and avoid sickness absence by enabling them to understand the stressors and avoid the longer-term effect stress may have on colleagues.

The same tools can be used reactively to support colleagues who are already absent due to the effects of work related or non work-related stress. Both require managers with colleagues to be working together to support a return back to work.

The HR Support and Advice Unit and HR Managers will support managers to use the Stress Guided Conversation Toolkit and analysis tools. In addition, the SHaW team can also support in relation to the materials in the SHaW SharePoint.

The January blues – money worries

January can be a difficult month financially for many of us – our staff as well as our patients. The cold weather generally means increased heating costs and as good fun as December can be, it can result in reduced finances in January and beyond for many of us.

- For NHSGGC staff or hospital patients (inpatient or outpatient) we have free, dedicated hospital-based money advice services who can provide confidential help and advice with a range of issues relating to maximising income, including benefits and debt advice.
- For NHSGGC staff or hospital patients (inpatient or outpatient) who require assistance with issues relating to home energy, our Home Energy Response Service may be able to assist.
- For NHSGGC staff who are struggling financially, the Staff Hardship Fund may be able to assist with one-off payments of up to £100.

For more information, please contact the hospital [Support and Information Service](#) or visit: www.nhsggc.scot/moneyadvice
Or see the NHSGGC Money Advice and Support toolkit: [NHSGGC - Money Advice and Support | Right Decisions](#) or scan the QR code right.



**Remember, for all your latest news stories, visit the Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)**

Staff are reminded to make sure their [personal contact details are up to date on eESS](#).

**It is important to share Core Brief with colleagues who do not have access to a computer.
A full archive of printable PDFs are available on [website](#)**